



THE  
PUBLIC  
LIBRARY  
of Cincinnati  
and  
Hamilton County

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[www.CincinnatiLibrary.org](http://www.CincinnatiLibrary.org)

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June 10, 2020

Eric Noble  
Main Branch

Dear Mr. Noble:

This letter serves as your official notification that your employment as Public Safety Officer at the Main Branch with the Public Library of Cincinnati and Hamilton County is terminated effective immediately.

As you know, on May 31, 2020, you posted an image on your Facebook page depicting a vehicle running over people with the captions "All Lives Splatter" and "No One Care About Your Protest." Your Facebook page identified you as a Public Safety Officer at the Library. As a Public Safety Officer, your position is imbued with authority and discretion to unilaterally take actions against members of the public including removing them from the premises, revoking or suspending their access to Library facilities, and, in extreme circumstances, physically engaging with members of the public.

Your actions have caused the Library's management, your manager, and your coworkers to lose confidence that you can fairly and appropriately wield this authority on behalf of the Library. Your coworkers have expressed concerns that your presence might jeopardize their safety. Your actions further have capacity to do significant harm to the Library's relationship with the diverse communities that we serve. Your actions violated the Library's policy against harassing, intimidating, and offensive conduct. When interviewed about the posting, your only comment was that you thought the posting was "funny." For these reasons your employment with the Library is terminated effective immediately.

If you wish to view your remittance stub, please log into the Employee Self Service site which has an option to print. Here is the direct link to Paycor, [https://secure.paycor.com/HRP/secure/hr/employees\\_summary.aspx](https://secure.paycor.com/HRP/secure/hr/employees_summary.aspx). Your login for Paycor is your self-created ID and password.

If you wish to request a refund or rollover of your Ohio Public Employees Retirement System account, please contact OPERS at 1-800-222-7377 or [www.opers.org](http://www.opers.org).

Sincerely,

Kyla Hardin, PHR, SHRM-CP  
Human Resources Director

cc: File

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Deponent _____
Date _____ Rptr. _____
<a href="http://WWW.DEPOBOOK.COM">WWW.DEPOBOOK.COM</a>

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